Government Affairs

The voice of the Union is found in the resolve of the membership to be informed, involved and active in the legislative and political process. The Government Affairs Department works to ensure that voice is heard at all levels of government.

Just as united action by Teamsters can bring about better working conditions on the job, united action by Teamsters and their families can also shape national and state government policies that affect all Americans. The Government Affairs Department coordinates that activity by:

- Lobbying Congress;
- Testifying before congressional committees and federal agencies;
- Coordinating with the White House and Executive Branch departments;
- Working with Joint Councils and Locals to create strong advocacy programs;
- Activating Union members to meet or communicate with elected officials;
- Supporting efforts by Local Unions and Joint Councils to protect their interests in state capitols; and
- Building political power.

Legislative Affairs

The Government Affairs Department continues to follow numerous issues through Congress that significantly impact Teamster members. From passage of the highway bill (SAFETEA-LU) to the Central American Free Trade Agreement (CAFTA) to cross-border trucking, the Union is constantly fighting to protect members' jobs from unfair trade practices, secure their health and safety in the workplace and defend them against legislative attacks that would weaken or erode FLSA protections or jeopardize their retirement security.

Top issues that are likely to come before the Congress in the months ahead include immigration reform, the Andean and Columbia Free Trade Agreements, strengthening port, airline and rail security, and consideration of a budget that will include further cuts in domestic spending that affect the middle class.

Political Affairs

Teamster political action takes several forms: keeping Union members informed on issues that affect their lives and the way their members of Congress vote; electing friends and defeating those who oppose us by training and placing Teamsters in political campaigns; and by ensuring that every Teamster family is registered to vote and participates on Election Day.

DRIVE (Democratic, Republican, Independent Voter Education)

The Teamsters' political action committee, DRIVE, raises money through voluntary contributions from Teamster members and uses those funds to help elect candidates who are sensitive to the needs of working people and their families. It was created in the late 1950s by then General President James R. Hoffa, and for more than 40 years it has given Teamster members a political voice.

Contributions to DRIVE are the only funds the Union uses for contributions to federal candidates. The money raised through DRIVE also gives the Union the tools to educate members. The PAC publishes voting records and assigns field staff to instruct members on labor issues.

The Teamsters must not be tied to one particular party. The current balance of power on Capitol Hill further underlines the importance to support candidates who will help us regardless of their party affiliations. This strategy adds credibility to the Union and reflects the diversity of its membership.

Economics and Contracts

The Teamsters Economics and Contracts Department serves members, Locals, Joint Councils and International Union staff as a key source of financial, statistical and agreements information. With connections to the most powerful electronic databases available today, the Department provides information on the financial condition of companies and analyzes economic data and labor statistics.

The Department supports Teamster national master agreements and serves to strengthen collective bargaining and organizing power at the Local Union level.

At its foundation, the Department maintains the largest contract database of any Union in North America—more than 250,000 current and expired Teamster labor agreements. This library of contracts is of great value when comparing specific collective bargaining language, reviewing current settlements, and identifying new or unique contract provisions.

Communications

Strong communications will always be a vital tool in the struggle to represent working people.

Both activists and rank-and-file workers need concise, accurate information that supports organizing, political and collective bargaining efforts, and that briefs working families about developments that affect their workplaces, their communities and their lives.

The Communications Department assists members, Local Unions and Joint Councils in their efforts to speak out on behalf of workers. From web sites and newsletters to press conferences and videos, the Department uses a wide variety of methods, materials and technologies to spread the Union's message clearly and effectively to a wide spectrum of audiences. Its mission is to ensure that our 1.4 million members speak with one, powerful voice—a voice that reflects the tradition and hard work of the Teamsters Union.

The Communications Department works closely with International Union Departments, Trade Divisions and Conferences and affiliates to spread information on Union programs and goals to members, their families, retirees, allied organizations, public officials, the news media and the general public. The Department also promotes Teamster concerns and campaigns to the news media and responds to media inquiries.

To communicate with Teamster members, the department produces Teamster magazine, which keeps 1.7 million members and retirees informed about Teamster programs, their rights on the job and ways that they can get involved. The department also produces and distributes other magazines and newsletters targeted at members represented by the various Trade Divisions and Conferences, as well as Union leaders and activists.

Training and Development

The Training and Development Department provides Teamster officers, staff, stewards and members with educational programs and materials to assist them in successfully fulfilling their roles within the Union. It offers expert instructors who tailor their programs and materials to the specific needs of each Teamster affiliate.

The Department also encourages member involvement in order to secure fair contracts, organize new members, win better laws and strengthen Local Unions.

The Training and Development Department sponsors the Teamsters Leadership Academy,

which provides training on bargaining, organizing, political action and Union administration. It also conducts educational programs at Joint Councils and Local Unions on the role of stewards, effective bargaining and building membership participation. The Department participates in the activities of Trade Divisions and Conferences to help them achieve specific goals for the members they represent, and advises the Teamsters Human Rights Commission on diversity programs and materials as well as provide staffing to support special projects.

Legal

The Teamsters Legal Department offers expert advice and assistance on a broad range of labor law issues.

An experienced in-house legal staff is well versed on the laws and regulations affecting Teamster affiliates and members.

Each Teamster Trade Division and Conference is assigned a staff attorney who is familiar with the issues and concerns of that division. The Department also works closely with other Departments to help the International Union and its Locals win strong contracts.

Safety and Health

The Safety and Health Department is committed to protecting the health and well being of members, their families and their communities from chemical, microbiological, and physical health and safety hazards.

The first step in this process involves education. Armed with the right information, Teamster members can recognize an unsafe situation and act accordingly.

The Teamsters provide safety and health training throughout the United States at no cost to the trainee. Teamsters Training Centers conduct courses at their own facilities and can transport instructors and equipment to hold courses at hazardous waste sites, construction projects, company locations and Union halls.

The Department also coordinates the Teamsters safety and health programs. It provides technical advice and training to members, Local officers and Joint Councils dealing with occupational safety and health and transportation safety problems.

In addition, the Department helps represent members' interests during collective bargaining and on regulatory matters in all aspects of the

safety and health field. Specifically, staff provides assistance on issues such as workers' rights federal regulations, truck safety, chemical hazards and "right-to-know," medical qualifications for drivers, drug testing, exposure monitoring and ventilation and work-related injuries.

Human Rights Commission

The Teamsters Human Rights Commission enhances the strengths drawn from the diversity of the Union's ranks. It recognizes that members' differing physical and cultural qualities, including race, age, color, religion, sex, sexual orientation, disabilities and national origin, make individuals unique and deserving of respect.

The commission is structured as a partnership in diversity to build better lives for all Teamsters. State and provincial coordinators develop educational programs tailored to individual needs.

Several other programs fall under the umbrella of the Human Rights Commission.

Disaster Relief Fund

The Disaster Relief Fund is a 501(c)3 charitable fund developed in 1991 to assist Teamster members who suffer a loss from a disaster long after the media has forgotten. The fund receives donations from Locals and their members. Donations can be made by check payable to "Disaster Relief Fund" and mailed to the International Brotherhood of Teamsters, 25 Louisiana Avenue N.W., Washington, D.C. 20001.

James R. Hoffa Memorial Scholarship Fund

Former Teamsters General President James R., Hoffa first established a Union scholarship fund to assist the children of Teamster members with their college education. Scholarship benefits have changed several times over the years, and have assisted thousands of children through grants received from the Teamsters General Fund.

In November 1999, the General Executive Board created the James R. Hoffa Memorial Scholarship Fund. As a 501(c)3 nonprofit, the fund raises money for future scholarships. Since then, the Fund has provided financial assistance to hundreds of children and grandchildren of Teamster members.

Applications for scholarships can be obtained by from Locals or via the Teamsters web site. Tax-deductible donations can be made by check payable to the James R. Hoffa Memorial Scholarship Fund, 25 Louisiana Avenue N.W., Washington, D.C. 20001.

Retiree Affairs

Throughout the United States and Canada, Teamster retirees play an important role in maintaining the true meaning of the Brotherhood of Teamsters.

The Retiree Affairs Department was established in 1983 to create a closer bond among all retired Teamsters. It is dedicated to meeting the needs of all retired Teamsters.

There are more than 300 Teamster Retiree Clubs/Chapters throughout the United States and Canada. Each club is a separate entity affiliated with and chartered through the Department of Retiree Affairs.

The Department encourages retiree chapters to support and participate in their local bargaining and organizing activities, and to use their influence to give voice to legislative and policy issues at the federal, state and local levels.

Trade Divisions and Conferences

Airline

The International Brotherhood of Teamsters is the only Union that represents workers in virtually every craft and class in the airline industry. Not only does the professional service of our members contribute to the comfort and convenience of the traveling public, it directly improves public safety.

Teamster representation of airline industry workers has grown steadily over the years. Contracts now cover such airline industry workers as mechanics, customer service and ramp agents, stock clerks, dispatch personnel, flight attendants and pilots.

The Division's goal is to successfully bargain wages, benefits, and work rules that are at the forefront of the industry while assuring our members and their families of the quality of life and security they deserve.

Recent contract settlements cover 2,200 pilots at NetJets Inc., 1,250 mechanics at UPS, 3,430 mechanics at Continental Airlines, more than 400 pilots at World Airways, Inc., 350 AirTran Airways mechanics, 140 NetJets flight attendants and more than 800 flight attendants at airlines operated by Republic Airways Holdings Inc.

Several thousand new Teamsters have been added thanks to organizing efforts at several airlines, including Flight Options, GoJet Airlines and North American Airlines. More than 8,000 customer service agents at US Airways ratified an association to be jointly represented by the Teamsters and Communications Workers of America.

Bakery and Laundry Conference

The Bakery and Laundry Conference includes approximately 250 Local Unions throughout the United States and Canada, representing bakery sales drivers, snack food drivers and laundry drivers, and is credited with being the oldest Conference in the International Union.

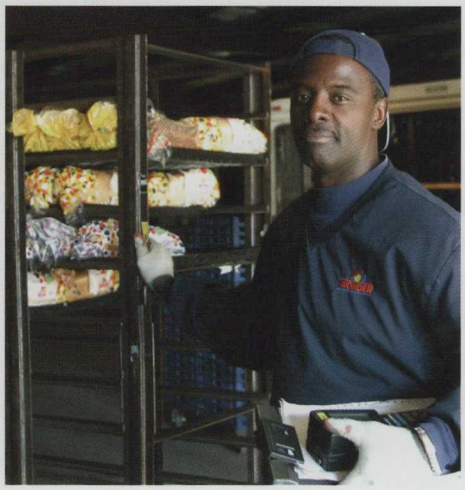
The Conference exchanges information on contracts negotiated on both sides of the border and coordinates information on national companies.

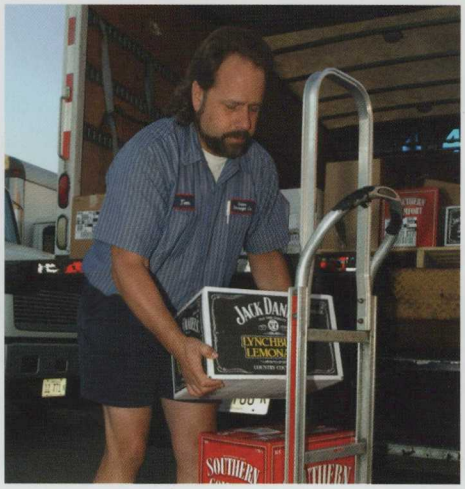
The Union is currently engaged in a leverage campaign with UNITE HERE! to organize workers at Cintas.

Recent leading contract ratifications have been achieved at Sara Lee, Frito-Lay, ARAMARK, American Linen, Stromman's USA, Entenmann's, Thomas English Muffins, Interstate Brands Corporation (IBC, which includes Hostess), Nabisco and Keebler.

Brewery and Soft Drink Workers Conference

The Brewery and Soft Drink Conference is the Union's beverage trade division. It brings together some 120 Teamster Locals in the United States and Canada, with membership employed in the brewing





and soft drink industries, as well as allied industries such as bottled water, fruit juices, wine coolers and can manufacturing.

Almost every national brand of beer in the United States is produced under Union contract. More than 80 percent of these workers are Teamsters.

A key Conference victory was the recent ratification of the industry-leading Anheuser-Busch contract.

The Conference provides a number of services, including assistance in contract negotiations, organizing, implementation of national master agreements, administration of grievance panels and coordination of legislative activity.

Whether supporting strikers at Coca-Cola (CCE) in Los Angeles or negotiating contracts at Anheuser-Busch or Miller Beer, the Brewery and Soft Drink Conference ensures that members' interests are advanced.

Building Material and Construction Trade

The Building Material and Construction Trade Division includes members in 368 Locals throughout North America.

With its very diverse membership, including concrete drivers, sanitation workers and moving and storage workers, the Division uses multi-trade organizing to defeat the adverse effects of union-busting organizations like temporary labor agencies and merit shop contractors.

Our training is our edge. Skilled Teamster members have a well-earned reputation for excelling on the job. And in today's technological society, training is more crucial than ever.

Teamsters train CDL drivers for every aspect of a construction project. Our drivers are trained to operate equipment from redi-mix concrete and dump trucks to forklifts and even the busses that transport workers to and from a job site. If something on the site needs to be moved, Teamsters are trained and ready.

Carhaul

The Carhaul Division consists of more than 80 Local Unions representing nearly 7,000 carhaul members.

The Division negotiates and administers the National Automobile Transporters Agreement and its supplements. It provides assistance to Local Unions with grievances, negotiations and arbitrations.

The Division also develops national contracts, organizing strategies and standards in consultation with Local Unions. Communication between Locals is of utmost importance as we deal with many of the same employers and nonunion challenges throughout the country.

In July 2003, Teamster carhaulers overwhelmingly ratified the National Master Automobile Transporters Agreement (NMATA), which assured members better wages, health and welfare improvements and a higher standard of living.

Dairy Conference

The Dairy Conference assists Teamster Local Unions in representing dairy employees in the United States, Canada and Puerto Rico.

Many of these workers are employed by companies that operate nationwide, although labor agreements are negotiated by individual Local Unions.

By monitoring these agreements, the Conference works to keep wage and benefit uniformity within the industry. The Conference also negotiates a Master Dairy Agreement for the Central Region with 40 signatory companies.

Additionally, the Dairy Conference provides help to Local Unions with grievances, negotiations, company information and organizing and offers a staff of regional representatives to assist with specific needs.

Food Processing

The Food Processing Division consists of tens of thousands of Teamsters across the United States. These workers make a huge difference in all our lives, carefully preparing and processing a wide range of foods, including meats, vegetables, fruits and grains.

The hardworking, skilled food processing workers know that when the job needs to be done the right way, it is done by professionals—the Teamsters. And the Food Processing Division works to ensure that employers meet their commitments to Teamster-represented members.

The Division is committed to:

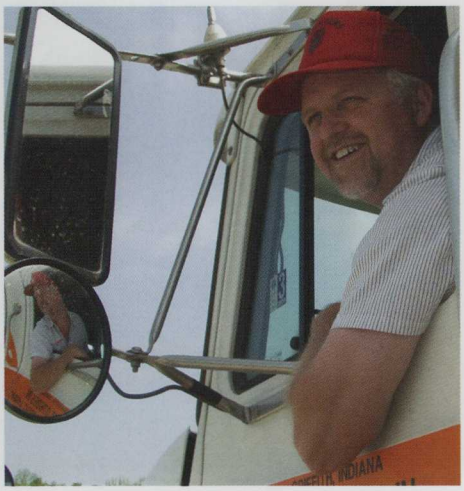
- Increasing the overall numbers of members to bring strength to the Division;
- Negotiating multi-area Food Processing agreements;
- Raising wages, benefits and other conditions of employment;
- Protecting Teamster jobs by resolving grievances and disputes that may arise between employees and employers;
- Devising and implementing strong agreements for seasonal as well as full-time employees; and
- Enforcing and improving safety standards in all types of food processing facilities.

One of the newest Divisions in the Teamsters Union, the Food Processing Division became distinct in early 2003 with an emphasis on organizing new workers and strengthening current contracts. Activities and affairs of the Food Processing Division are coordinated daily with regional representatives.

Freight

The Freight Division represents more than 70,000 Teamsters from approximately 240 Local Unions, and includes truck drivers, dockworkers, mechanics and office personnel.

Freight members work under the terms of the National Master Freight Agreement (NMFA). Together with a team of Teamster freight leaders from across the country, the Freight Division helps



negotiate the NMFA as well as supplemental agreements that cover specific geographic areas and/or job classifications. The Division also approves contracts based on NMFA standards. the current NMFA took effect April 1, 2003 and runs through March 31, 2008.

On a daily basis, the Freight Division coordinates national and regional grievance panels, changes of operations and negotiation of individual contracts. The Division also responds to questions from members and Local Unions concerning worker benefits, equipment safety, grievances, changes of operation and organizing new members.

In May 2005, Yellow Roadway Corp. completed its $1.37 billion acquisition of regional trucking company USF Corporation. Just two years before, Yellow merged with Roadway. As the unionized trucking industry goes through these changes, the Teamsters will fight to make sure our members' jobs and interests are protected.

Graphic Communications Conference

The Graphic Communications International Union and the Teamsters officially joined forces on January 1, 2005 after the GCIU membership ratified the merger by a clear majority in late 2004. Now more than 60,000 GCIU members in the United States form the new Graphic Communications Conference (GCC).

The Conference represents workers in all craft and skill areas in the printing and publishing industry. Every day, GCC members help print, produce and design numerous publications, including the New York Times, Chicago Sun-Times, San Francisco Chronicle, Elle and Cosmopolitan magazines, Harper Collins and Penguin books, brochures for Chevrolet and catalogs for L.L. Bean.

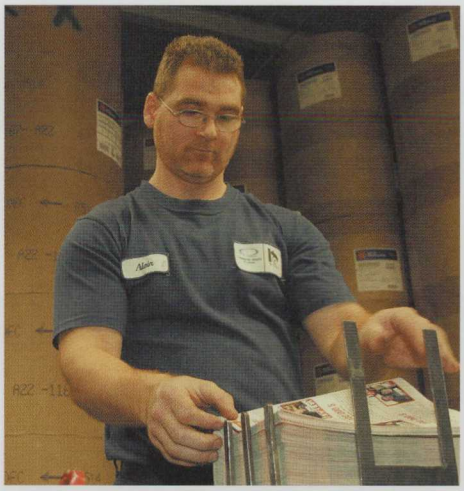
Members work in desktop publishing and electronic color prepress. They operate web and sheetfed, offset, letterpress, rotogravure, silkscreen and other specialty presses. They handle binding, finishing and shipping of finished products. They produce inks, paper and packaging materials made of paper, plastic, cardboard and metal.

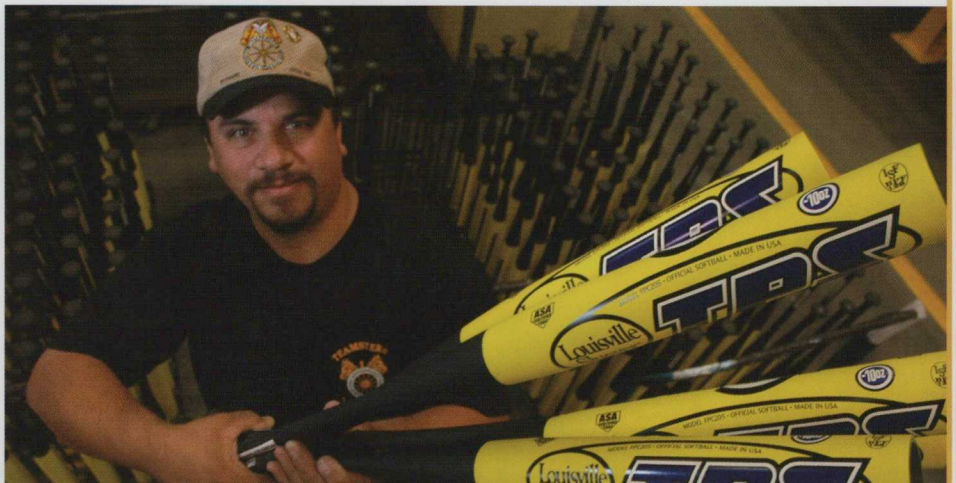
GCC members are also journalists, graphic artists, typesetters, sales people and support staff. GCC members have received wide recognition for their high levels of skill and productivity in their workplaces.

The merger between the two powerful unions enables the now-stronger Teamsters Union to represent even more workers in printing and related industries. For example, the GCC and the Newspaper Conference represent different but complimentary types of hardworking employees at many major newspapers, such as the Cleveland Plain Dealer, Boston Globe, Boston Herald, Columbus Dispatch and the Star-Ledger in New Jersey.

Industrial Trades

The Industrial Trades Division is one of the largest and most diverse Trade Divisions of the Teamsters.





Among the types of industries whose workers are represented are chemical manufacturing, paper companies, electronic manufacturing, tool and die, rental car companies, auto parts distribution, tire manufacturing, auto transmission companies and parking garages and lots.

The Industrial Trades Division represents members in the parking industry, including Central Parking, the largest parking operator in the world. The Division formed the National Parking Council to give higher visibility to our 30,000 parking industry members.

Motion Pictures and Theatrical Trade

Teamster members are the backbone of film and theatrical production, driving the equipment, scouting the locations, casting the movies, serving as chauffeurs to the stars and training the animals. These are the men and women of the Teamsters Motion Picture and Theatrical Trade Division.

The Division represents workers in the motion picture industry including firms that produce feature films, television programs, commercials and live theatrical productions.

In recent years the industry has expanded outside the major film centers to areas such as Louisiana, New Mexico, North Carolina, Florida, Arizona and Colorado. Today, Teamsters can be found working in every state and Canadian province.

Newspaper

The Teamsters Newspaper Conference represents workers who distribute the news. Teamsters sort, stuff, load and drive newspapers and magazines from coast to coast. They work at printing facilities, in mailrooms, on delivery trucks and in distribution centers.

The Conference coordinates the activities of Locals and Joint Councils to maximize Teamster power. In an era of union busting and cost cutting by ruthless media conglomerates, the Division protects hard-won wages and benefits, negotiates industry-leading contracts and organizes the unorganized.

Hardworking men and women across the nation have become casualties as newspapers cut jobs in an effort to boost profits for investors. It is imperative that we secure leverage through multi-location agreements and fight for our members' rights through the grievance process.

Parcel and Small Package

The Parcel and Small Package Division serves more than 200,000 members in more than 200 Locals working for the single largest employer in the Teamsters Union: UPS. Teamsters work as package car drivers, air drivers, feeder drivers, part-time loaders, unloaders, sorters and clerks. The Division is responsible for ensuring that management abides by the National Master Agreement.

Through outreach on its web site and area steward training programs, the Parcel and Small Package Division works to ensure that the security of a good Teamster contract is available to all

members. Division staff handles both Local and member issues and monitor area grievance panels for proper enforcement and protection of Teamster jobs.

In 2002, the Teamsters negotiated a contract with UPS that provided the largest wage and benefit increases in the company's history

The six-year agreement easily surpassed the economic and non-economic packages negotiated following the 1997 strike. The 2002 agreement contained average annual wage and benefit increases of $1.46 per year ($8.75 total over the life of the contract), compared to $.98 in 1997.

In 2005, UPS purchased Menlo Worldwide Forwarding. Teamsters approved a new contract that consolidates more than two-dozen contracts into one supplement to the national UPS agreement, and provides card-check neutrality at nonunion centers.

As part of the union's goal of standing with FedEx workers who demand dignity from their employer, the Teamsters Union recently launched a new web site, www.fedexwatch.com. This is part of an ongoing effort to secure workers' rights, protect the health and safety and win fair pay for FedEx employees.

Port

Ports in the United States, Canada and Puerto Rico are the economic engines of regional economies employing hundreds of thousands of workers. Ninety-five percent of the goods imported to our countries flow through our ports.

Shipping is a super-growth industry with volume projected to double every seven years.

Teamsters are among the best-paid port workers. Our jobs include truck driving, warehousing, stevedoring, operating and repairing ferries and tugs and building ships.

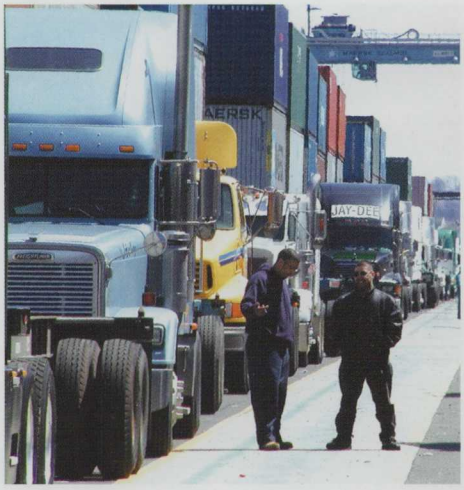
The Division is also committed to organizing the unorganized. The Change to Win federation recently selected the Teamsters port campaign as a top priority, committing more than $1 million to the effort.

Owner-drivers hauling intermodal containers are the most exploited truck drivers. The Division is harnessing Teamster power to secure good Union contracts for these brothers and sisters working in the port industry.

Public Services

The Public Services Division marshals the combined experience and knowledge of more than 190,000 Teamster members who provide the public with essential services.

They are everyday heroes who respond to life threatening emergencies, transport our children to and from school, perform vital functions for our military, care for our elderly in nursing homes, assist our families with needed government servic-



es and ensure that our neighborhoods are free from criminals.

Comprised of white- and blue-collar workers, degreed professionals and certified technicians, these Teamsters keep America running.

In recent months, thousands of public sector workers have joined the Teamsters, including 1,200 police officers in Nashville, Tennessee, school bus drivers in Baltimore and Iowa City, deans from Sierra Community College in Sacramento, California, emergency medical technicians in Philadelphia and public works employees in Washington State.

Rail

The Teamsters Rail Conference is the Union's rail trade division. Created upon the merger of the Brotherhood of Locomotive Engineers in November 2003 and added to after the merger of the Brotherhood of Maintenance of Way Employes in December 2004, the Conference now represents more than 70,000 rail workers in the United States.

Teamster Rail Conference members can be found on Amtrak, most urban commuter rail lines as well nearly all freight rail lines that crisscross the nation.

The Conference publishes a quarterly magazine, Rail Teamster, that highlights recent contract and organizing victories.

The Conference is actively supporting the organizing efforts of the BLET and BMWED, in particular for workers on short line railroads.

In 2005, the Conference published a report, "High Alert: Workers Warn of Security Gaps on Nation's Railroads." The report outlined the results of the first rail members' survey on security and safety pitfalls. Since its publication, Congress has undertaken several rail security bills.

Tankhaul

Tankhaulers transport some of the most volatile and highly flammable substances around. They are intricately involved in Americans' lives, whether delivering gasoline to stations, gas to heat homes and schools or cryogenic liquid to sustain a life.

The Tankhaul Division represents members spread among more than 200 Locals throughout the United States. The Division has redoubled its efforts to unify tankhaul drivers across the country under uniform standards of operation in order increase pay, benefits and retirement pensions.

Regional representatives assist Local Unions and members with contract negotiations, grievance processing and resolution of disputes. A staff attorney provides legal assistance, enabling the Division to better serve its Locals and members.

Recently, the Division has won organizing victories in Indianapolis, Indiana; Tacoma, Washington; Detroit; New York; and Chicago, among other places.

Trade Show and Convention Centers

The Trade Show and Convention Centers Division represents Teamsters who install trade shows and conventions, work in hotels and casinos and operate buses and limos throughout the United States and Puerto Rico.

The DIvision is currently engaged in a joint campaign with UNITE HERE! to organize casino workers across the nation.

The Division helps Local Unions organize and represent employees who work in this industry. It also helps members acquire and maintain the technical abilities and high standards needed in these jobs, and, when beneficial, forms strategic alliances with fellow industry Unions.

The Trade Show and Convention Centers Division provides information and assistance to Teamster Locals to help them obtain higher wages and benefits and better working conditions through contract negotiations.

Warehouse

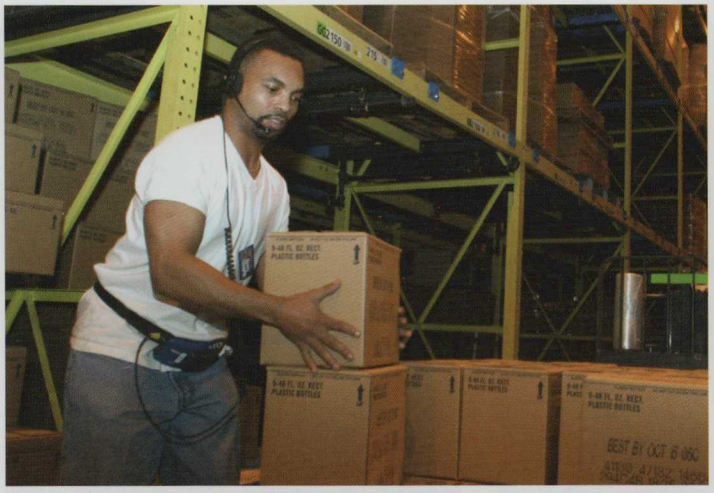
The Warehouse Division provides support services to Local Unions representing members employed in warehousing, distribution, food processing and related industries and such job classifications as driver, lift truck operator, selector, clerical worker, picker, loader, equipment operator and food processing worker.

The Division provides services that include assisting in the preliminary stages of organizing through contract ratification, conducting workplace time studies and collective bargaining.

One of the Warehouse Division's largest contracts is with Costco. For more than 20 years, the more than 15,000 Costco workers have had a say in the terms and conditions of their employment. Teamsters' representation offers these skilled workers the ability to earn a middle-class income with great benefits in a safe working environment.

The Division is leading the charge to organize Wal-Mart distribution center workers and has established a web site and hotline for workers to contact the union. The web site address is www.walmartworkersunite.com.

Through the use of available technology, the Warehouse Division is more responsive today then ever before to the needs of the membership and those workers in our industry interested in securing strong Teamster contracts.



All Aboard

BLE Members Approve Merger With Teamsters

The Brotherhood of Locomotive Engineers and Trainmen (BLET)—formerly known as the Brotherhood of Locomotive Engineers (BLE)—is the oldest labor organization in North America, founded in 1863. In 2004, BLE members—who work for Amtrak and other passenger rail systems and for freight companies—overwhelmingly voted to merge with the Teamsters Union, assuming the new name. The BLET is now a division of the Teamsters Rail Conference.

Every day, BLET members are responsible for the safety of hundreds of thousands of passengers and the general public. With the merger, the BLET and the Teamsters have teamed up to make sure the interests of these hardworking men and women are being protected.

"Two great Unions have begun a partnership that strengthens our ability to represent workers across the transportation spectrum," said Jim Hoffa, Teamsters General President. "The Teamsters have always had a vision for a seamless transportation Union giving workers real power on the job and in the political arena. This historic merger brings us closer to our Union's vision."

BLE members approved the merger by an 81-19 percent margin in the United States and a 63-37 percent margin in Canada.

The BLET has approximately 32,000 active members in the United States and approximately 4,000 in Canada. In joining the 1.4-million member Teamsters Union, the BLET members have become part of the new Locomotive Engineers and Trainmen Division within the Teamsters Rail Conference. In Canada, a Teamsters Canada Rail Conference has been established.

"Together, we will continue to provide the BLET members with a powerful voice at work and in the political capitals of the U.S. and Canada. At the same time, our Teamster members look forward to the support of rail labor," Hoffa said.

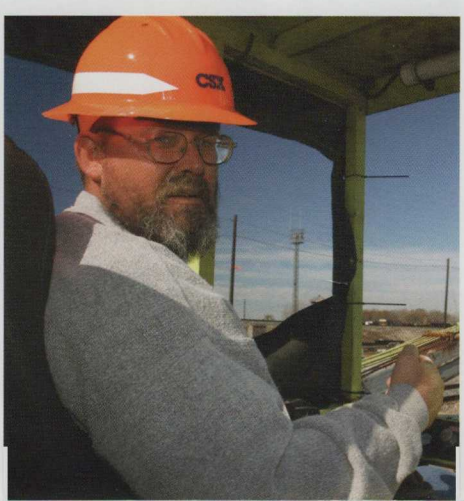
The merger is part of the Teamsters broader effort to unite all transportation labor.

BLET Work

Trainmen perform a variety of work, including operating track switches to route cars to different sections of the yard. The structure of the BLE will basically remain intact but some changes will be made as the BLET expands to incorporate additional trainmen members. Most importantly, the BLET will have autonomy under the merger, and will continue to elect its own officers and have its own conventions.

"Both the BLET and the Teamsters have a strong legacy of representing their members. We can benefit from the past and look forward to the future—working together," said Herbert Harris Jr., a locomotive engineer with Amtrak who is Legislative Director for BLET Division 482.

"The Teamsters have always had a vision of having all the transportation Unions under one roof. This merger is a great first step," said Harris, who has worked at Amtrak for 12 years.



Stronger Together

Union Mergers Add Power

Adding members leads to a stronger Union. Adding other Unions to an already powerful one leads to added force for everyone involved. The Brotherhood of Locomotive Engineers, the Brotherhood of Maintenance of Way Employes and the Graphic Communications International Union all joined the Teamster family in the last two and a half years.

Uniting Workers

Hugh Sawyer, Vice Chairman and legislative delegate for Division 316 in Atlanta, has worked for more than five years on the merger campaign.

The long-term goal, Sawyer said, is to unite transportation workers throughout North America and establish the BLET/Teamsters as a new backbone of blue-collar, middle-class labor.

"We need to reestablish a strong middle class in this country," Sawyer, an engineer for more than a decade, said.

"This merger gives us the clout at the negotiating table. It's a first step in unifying rail labor. We can't rest on our laurels," Sawyer said. "There are 13 rail Unions. We need to aggressively court other Unions into this rail conference. I'm also looking forward to the resources that are now at our fingertips, that only come from a Union with 1.4 million members."

Larry Smith, a conductor with the Union Pacific Railroad in the Los Angeles area and member of the BLE, said the companies have gained enormous power since he began working on the railroad 39 years ago.

"The railroads have continued to consolidate and now there are only five major railroad companies. They continue to gain clout. This merger will give us the power to take on those railroads and their interests so that our interests are protected," Smith said.

Tommy Miller, the BLET's Director of Organizing, said the merger has already paid dividends. For a year before the merger was approved, the BLE and the Teamsters worked together to successfully organize seven different small railroads throughout the United States, bringing in nearly 700 new members.

On The Right Track

BMWE Merger Brings 31,000 New Members Into The Union

In a historic vote, in which ballots were tallied on October 27, 2004, 76 percent of Brotherhood of Maintenance of Way Employes (BMWE) members approved a merger with the Teamsters. The BMWE became the second major rail Union to merge with the Teamsters.

With the addition of the BMWE, the Teamsters Rail Conference now represents almost 70,000 rail members. BMWE members build, maintain, inspect, and repair the railroad tracks, bridges, and related structures throughout North America.

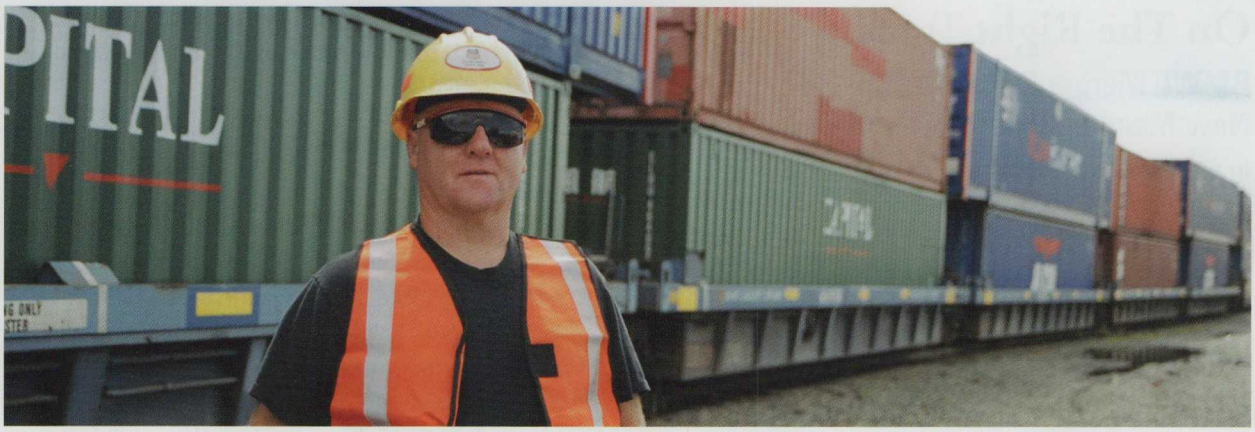
"This is an extraordinary moment in the history of the labor movement," said Jim Hoffa, Teamsters General President. "As did my father, I have envisioned one Union representing all transportation workers—roads to rails, ports to planes—that would provide workers with real power on the job and in the political arena."

Freddie Simpson, the President of the BMWE, is President of the BMWE Division of the Teamsters Rail Conference.

"We are proud and excited to be part of the Teamsters Rail Conference," Simpson said. "With over 42 percent of Union members in the rail industry now united under the Teamsters banner, the rail corporations are going to be in for a tough fight at the bargaining table. This merger is going to end rail corporations' 'business-as-usual' approach to contract negotiations. With both the BMWE and the BLET together as autonomous divisions of the Teamsters Rail Conference, rail workers will have greater power at the workplace, in Congress and in negotiations."

In large part, the job of BMWE members is keeping trains moving safely on the rails. It is their work, day after day, that allows huge locomotive engines and heavy freight cars to reach their destinations without coming off the track.

The maintenance of way craft has evolved greatly from the early days of railroading. Today,



the BMWE is a highly skilled craft Union whose members operate some of the most technically advanced track equipment in the world. It is BMWE members that provide a safe and stable roadbed for freight and passenger trains weighing thousands of tons.

Merger History

For some time, the BMWE leadership had sought a merger partner that would compliment their rail members. Over this period, several merger vote referendums with other unions were sent to BMWE members but each of these merger proposals failed to ratify. In 2002, the leadership of the BMWE approached the Teamsters Union about a possible merger.

In August 2004, after approximately one year of negotiations, the leadership of the BMWE voted unanimously to send a proposed merger agreement between the BMWE and the Teamsters to their membership for a ratification vote. The BMWE and Teamsters Merger Committee members met with BMWE members across the country to overview the merger agreement and hold question and answer sessions with the rank and file. "By joining with other rail Unions in the Teamsters Rail Conference, BMWE members will gain greater bargaining power, greater political power and greater economic power," Hoffa said. "We'll be able to better represent rail labor's interests at the bargaining table and in the halls of Congress."

"This merger will unite two proud Unions with long histories in the transportation industry working to protect and increase the power of transportation labor," Simpson said. "The Brotherhood of Locomotive Engineers already joined the Teamsters, and now that our members have voted to join, rail labor will be united. That's the kind of solidarity our members expect and deserve."

Stronger Footing

The merger agreement provides for the BMWE to retain their System Federation/Division and Local Lodge structure. Much like the Teamsters Local Union affiliate structure, each lodge represents members who reside within a geographic area. The BMWE System Federation/Division General Chairmen oversee the lodges affiliated with the system federation/division and handle many duties similar to those performed for IBT Locals by business agents.

"With the BLET already in the rail conference, we will be in good company. The Teamsters Union has a lot of power in Washington. A lot of members are excited about being Teamsters," said Paul Chamberlin, who works for Union Pacific railroad in California. He has been a BMWE member for 37 years. "The main benefit of the merger will be the power of the Teamsters and the rail conference. We've got to do something to stop employers from hiring contractors to do work on the rail lines."

Getting Graphic

60,000 GCIU Members Join The Teamsters

The Graphic Communications International Union (GCIU)—the dominant Union in the printing industry in the United States and Canada—joined with the Teamsters Union in 2005.

Every day, GCIU members help design and produce numerous publications, including some of the most esteemed books, newspapers and periodicals in North America, such as The New York Times, Chicago Sun-Times, San Francisco Chronicle, Elle and Cosmopolitan magazines, Harper Collins and Penguin books, brochures for Chevrolet, catalogs for L.L. Bean, and even the Teamster magazine.

"In many printing facilities across the country, GCIU and Teamster workers work side-by-side," said Jim Hoffa, Teamsters General President. "Now, these two great Unions have begun a partnership that strengthens our ability to represent workers throughout the printing industries. This merger will strengthen both Unions and allow us to better provide real power on the job and in the political arena. This is a tremendous benefit to workers across the country."

George Tedeschi, President of the GCC/IBT Conference, said he was, "extremely gratified that our members showed the wisdom and foresight to approve a merger with our good sister Union. We know that by becoming a Teamster conference, the GCIU will have a powerful new alliance for organizing and negotiating improved wages and benefits for our members."

In a historic vote in which ballots were tallied on December 7, 2004, a solid majority of GCIU members who voted approved a merger with the Teamsters. With that tally, the GCIU became the third major Union to merge with the Teamsters since 2004.

The GCIU and Teamsters Union officially joined forces on January 1, when the GCC/IBT Conference—an autonomous division of the Teamsters Union—was created. The GCC/IBT Conference has approximately 60,000 active members in the United States and at least 7,000 in Canada. In Canada, still more workers may opt to join the new conference.

Huge Benefits

For the Teamsters, the merger is part of an effort to strengthen workers' positions in the printing industries.

"What's significant about this merger is that workers from the beginning of the printing process through the end are now represented by the same Union—this gives us great power in negotiating contracts and standing up for members' rights," said Joe Molinero, head of the Newspaper, Magazine & Electronic Media Workers Conference. "In the case of a strike, we could effectively close a company. There are managers who can do some jobs, but when it comes to operating these complicated printing presses, they'd be, well, hard-pressed, to fill in."

An example of the lack of ability to demonstrate solidarity recently took place at the Youngstown Vindicator, an Ohio newspaper where workers are represented by the Teamsters, GCIU and the Communications Workers of America (CWA).

"Teamsters were on strike, honoring a strike by the CWA," Molinero said. "But because their contract doesn't allow them to honor another Union's picket line, the pressmen, who are represented by the GCIU, had to cross the picket line and go into work. Once they negotiate that new contract, they'll have the legal right to not cross the picket line of one of their sister Locals."

The potential benefits of this bargaining power are huge because the Teamsters and GCIU both represent worker groups in numerous major newspapers across the country, such as the Cleveland Plain Dealer, Boston Globe, Boston Herald, Columbus Dispatch, and the Star-Ledger in New Jersey.

Seeking a Partner

Although the GCIU had other suitors, it became clear in early meetings that the Teamsters Union was a perfect fit: Both Unions represent workers whose jobs complimented one another, both Unions' structures rely on strong Local Unions and a merger with the Teamsters allowed the GCIU to maintain its identity and autonomy. In addition, the GCC/IBT Conference preserves the current GCIU structure and constitution.

Aside from the longer name, GCC/IBT Conference members will not notice many changes immediately, because the conference remains the bargaining representative for GCIU contracts, it retains authority in bargaining enforcement, and its members will continue to control any decisions affecting bargaining, including the decisions to accept or reject a contract or to strike.

The Teamsters' resources were also huge draws for the GCIU. Its members will benefit from the Teamsters organizing program budgeted at nearly $15 million per year at the national level and many millions more at the local level. The GCC/IBT also has full access to the International Union's Research, Lobbying, Communications, Safety and Health, Corporate Affairs and Strategic Campaigns, and Education Departments.

"The Teamsters have been around for a long time," said journeyman press operator Doug Atwill, a 27-year McArdle employee, as he checked the tension of the stream of paper feeding into a web press. "They have the strong support of their members and now that we're Teamsters, I think they'll give us power during contract negotiations."

Happy Birthday Teamsters!

Union Celebrates 100-Year Anniversary

A cardinal rule for the labor movement—and for life in general—is that one must study the past in order to better prepare for the future. That is why the International Brotherhood of Teamsters made the most of their 100-year anniversary.

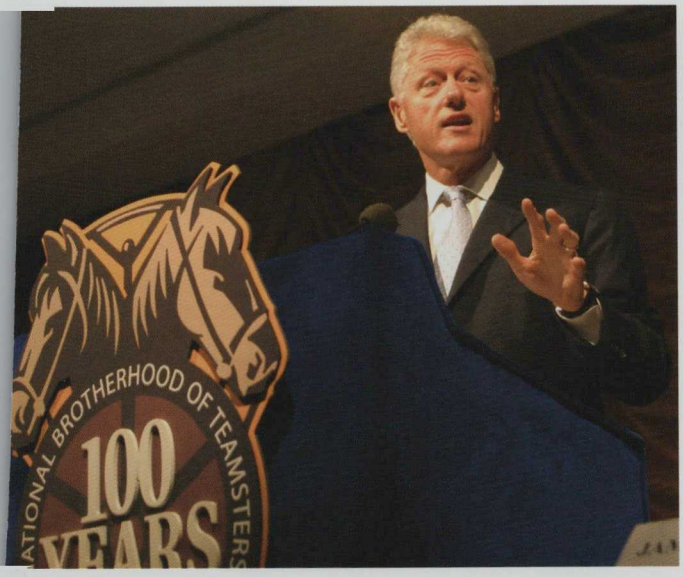
At a landmark event befitting an organization celebrating a century of service, 4,000 members, retirees and friends of the Teamsters Union gathered on September 6, 2003 in Washington, D.C. for an afternoon and evening of reflection, high spirits and camaraderie.

"The Teamsters Union is a celebration of the finest qualities of the human spirit," said Jim Hoffa, Teamsters General President. "It has always been, and still is, a symbol of the need for working families to join together for a common purpose."

For 100 years, the Teamsters Union has been at the forefront in the struggle for worker rights in North America. The story of the Union is the story of the North American worker—a story of struggle and sacrifice, heartbreaking setbacks and enormous accomplishments.

Conventions

The founding convention of the International Brotherhood of Teamsters took place in August 1903 in Niagara Falls, New York. Aside from the celebration of the power of the American labor movement, there were few similarities between the founding convention and the 2003 anniversary celebration.



Substantial portions of the 2003 program were devoted to an overview of the Teamsters' first century, including recognition of the 18 Locals celebrating their own centennials as well as a 45-minute documentary describing historical milestones.

Speakers at the celebration included Bill and Hillary Clinton, John Lewis (D-GA) and many others. The evening was capped with entertainment proved by singer Lee Greenwood.

"We have accomplished so much in 100 years," Hoffa said. "Let us remain mindful of the tasks ahead. Let us remain true to our Union brothers and sisters. And let us remain united as we build a powerful future for all working families."

Other Centennial Activities

In addition to the celebration in Washington, D.C., the Teamsters Union did many other things to celebrate the Teamster Century.

A 45-minute documentary was produced describing historical milestones of the Union. The documentary was premiered at the celebration and was introduced by four of the oldest Teamster members from around the country.

Also, the Union released a book of the Union's history, called "A Strong Legacy, A Powerful Future." The 156-page book details the fascinating history of the Union on its 100th anniversary. With chapters dealing with every aspect of the Union and illustrated with hundreds of historical photos, the book will stand as a lasting testament to all that Teamsters have accomplished in the last century.

Anniversary festivities began on September 4, 2003, with guided tours of the International Headquarters. Tours were held for any member wishing to participate and included exhibits portraying the achievements of Teamsters over the last century. The focus of the exhibit concentrated on the years of dedicated service that rank-and-file members have provided to the Union and community at large.

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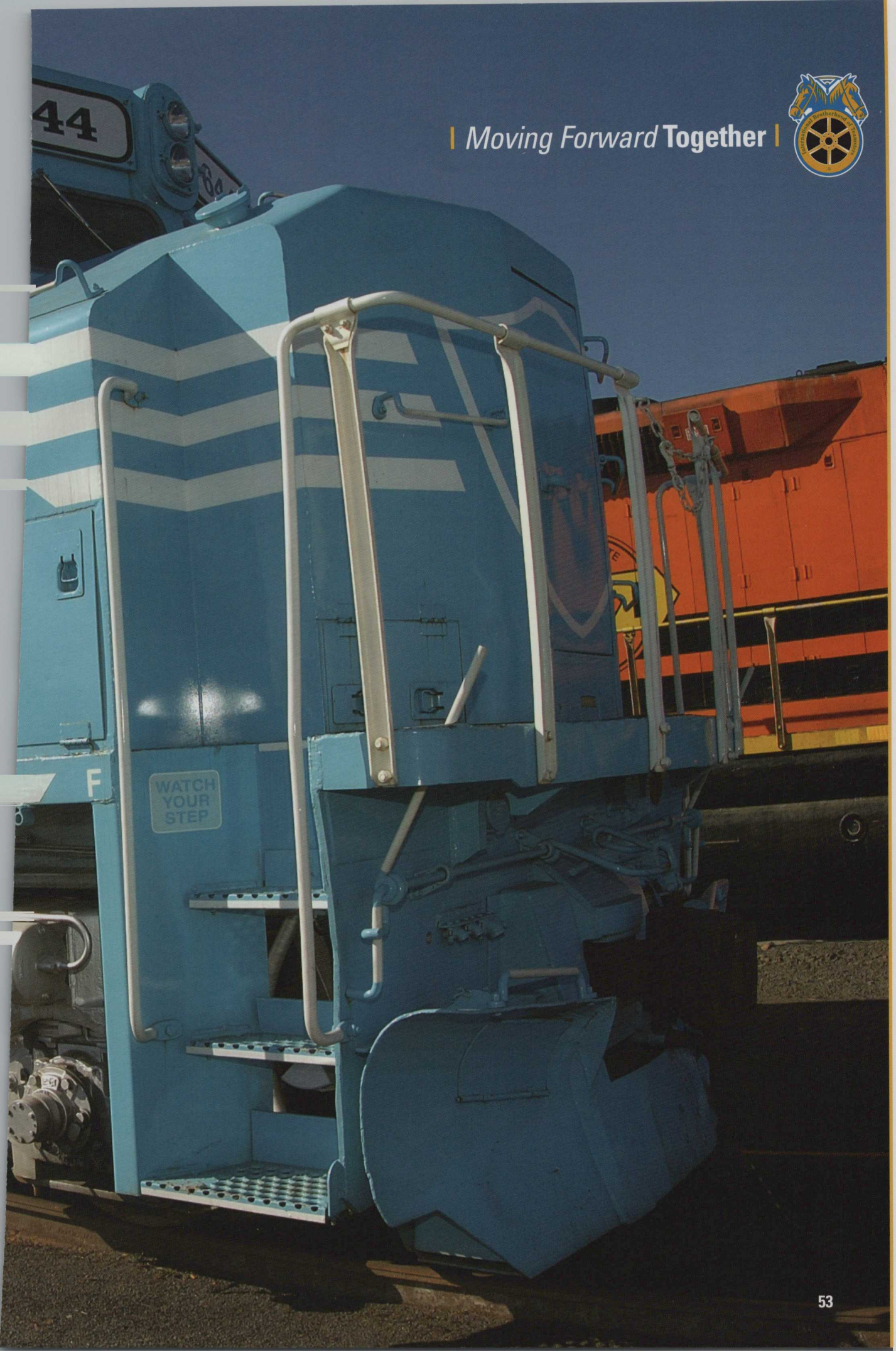
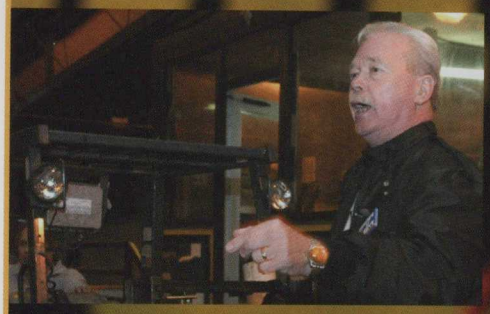


Moving Forward **Together**



"Our members no longer have to worry about the financial strength of the International Union."

–C. THOMAS KEEGEL
General Secretary-Treasurer

Report of the General Secretary-Treasurer

Welcome to the 27th International Convention of our great Union. I am happy to report that the Union's finances are on a firm footing thanks to the hard work of the Hoffa administration.

As General Secretary-Treasurer, it is my duty to oversee the financial condition of the Union. This task is a sacred trust. As such, I'm proud to report that our financial position is the best it has been in quite some time.

In 2003, we ran our first budget surplus in more than a decade. The strict financial controls adopted under this administration have put an end to the years of irresponsible and uncontrolled spending. Each year a budget is presented to the General Executive Board for approval. And each year our emphasis has been on the primary responsibility of this Union – to protect the rights of our members through strengthening the collective bargaining process. This is accomplished through the services provided by the International Union and through organizing the unorganized.

Stewardship of the Union's finances and responsible accounting have been one of the hallmarks of the Hoffa administration. We inherited the financial mismanagement of the previous administration. The economic outlook of the union was bleak in March 1999 when we took office. The Union recorded net assets of $8.6 million. By December 31, 2000, net assets had increased to $20.1 million. I am pleased to report today that as of December 31, 2005, the International Brotherhood of Teamsters audited financial statements report net assets of $95.2 million. When we took office, we knew we had to turn around the financial operations of this Union. We did just that and we have a stronger Union because of it.

Special Convention

By the 2001 International Convention, we were fully on our way to restoring complete financial integrity to the Union. However, it took the actions approved at the 2002 Special Convention to firmly place the

Union's finances on solid ground again. The stewardship exhibited by the Hoffa administration over our Union's finances has been the most far reaching in the labor union movement. As a result, our members no longer have to worry about the financial strength of the International Union.

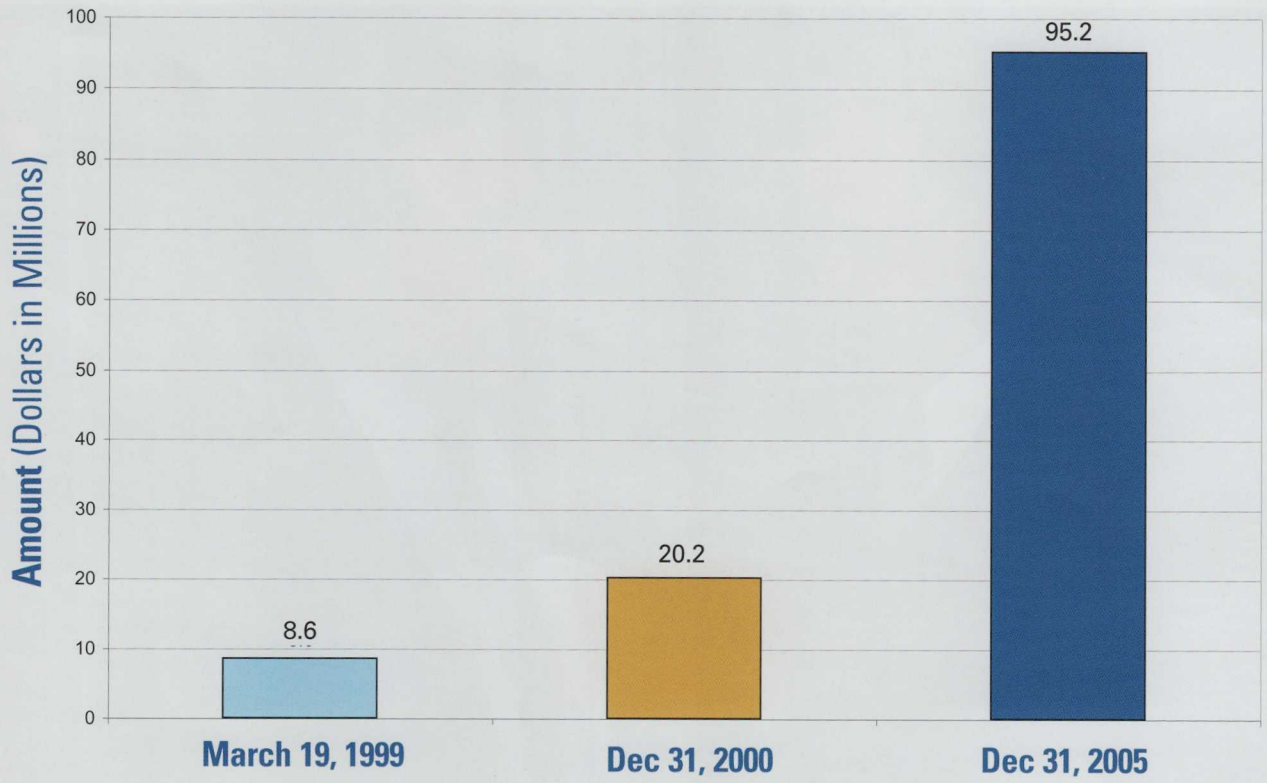
The unprecedented restructuring of dues and per capita tax taken at the 2002 Special Convention have positively impacted the International Union's financial operations. These moves provided needed revenue for general operations and allocated funds for ongoing organizing activities. But the most significant action taken at the Special Convention was the establishment of the Strike and Defense Fund.

The Fund was created to strengthen the collective bargaining process. Its assets pay out-of-work benefits to members on strike or members who have been locked out by their employers. This financial safety net provides stability and comfort to working men and women as they fight to obtain recognition or win good wages and benefits through the negotiation and enforcement of collective bargaining agreements.

Fifteen percent of the per capita tax received by the International Union – excluding the amounts received for members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike – are transferred to the Strike and Defense Fund. Participation in the Strike and Defense Fund for the Brotherhood of Locomotive Engineers and Trainmen (BLET), the Brotherhood of Maintenance of Way Employes Division (BMWED) and the Graphic Communications/ IBT Conference (GCC) are governed by the applicable merger agreements.

Through December 31, 2005, $61.9 million had been allocated to the Strike and Defense Fund and we had incurred $22.7 million in expenses.

Net Assets



Of course, included in the $22.7 million disbursed was the $4.2 million that was paid in support of the Southern California grocery strike involving the United Food and Commercial Workers Union. Also this year, approximately $5 million was disbursed in support of our members on strike against Sikorsky Aircraft Corp. Without the Strike and Defense Fund as established at the 2002 Special Convention, we would not have had the capabilities to support these workers.

When we took office in March 1999, the then Strike and Defense Fund owed the International Union's General Fund approximately $17 million. This General Executive Board recognized that no part of the current Strike and Defense Fund should be used to repay the General Fund for that indebtedness and for that reason the obligation was waived. This means that all of the current Strike and Defense Fund assets are available to strengthen the collective bargaining processing power of the International Brotherhood of Teamsters.

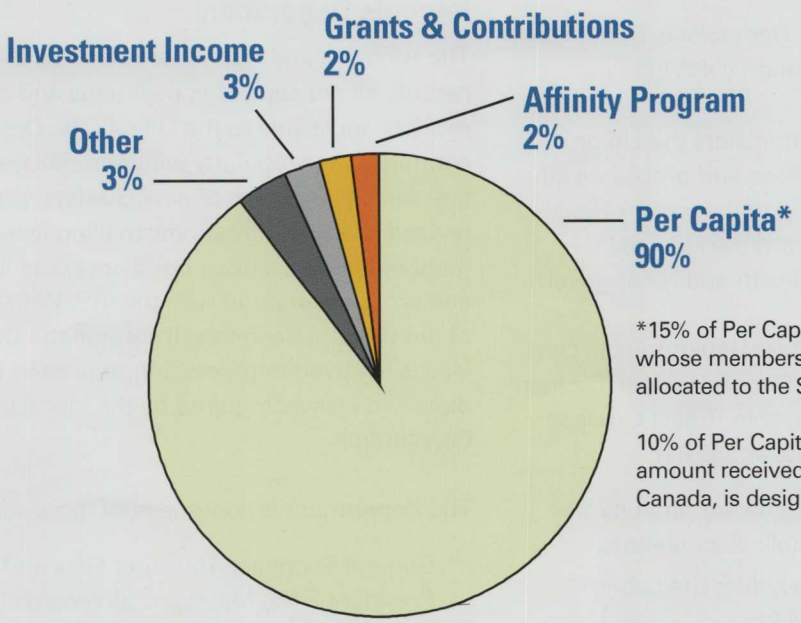
Commitment to Growth

The measures instituted by the Hoffa administration have led to the solid financial growth of this great Union. As I have previously stated, as our financial strength grows, so does our collective bargaining strength, our organizing power and our political voice.

This great Union continues to look toward the future and our strong financial situation speaks to our commitment to you, the members. Teamsters today can be proud. Our resolve to build and grow our Union has restored the strength and power of the International Brotherhood of Teamsters.

Revenues

Through December 31, 2005



*15% of Per Capita received from US affiliates whose members have a legal right to strike is allocated to the Strike and Defense Fund.

10% of Per Capita received, excluding the amount received for members in Teamsters Canada, is designated for organizing activities.

Office of the General Secretary-Treasurer

Programs and Services

Accounting and Budget Department

The Accounting and Budget Department is responsible for originating, analyzing, interpreting, and supplying accurate and reliable financial information. The financial information includes the following:

- Consolidated General (International Brotherhood of Teamsters and Teamsters National Headquarters Building Corporation) and the Strike Defense Fund financial statements for presentation by the General Secretary-Treasurer to the General Executive Board on a quarterly basis, as well as financial statements for related entities;
- All Governmental Tax and Information Returns for all funds; and
- Financial records for the Democratic, Republican, Independent Voter Education (DRIVE).

The Department also administers the Union's insurance policies and oversees and processes all financial transactions relating to the worker Health and Safety Training Grant from the National Institute of Environmental Health and other government grants.

The Accounting and Budget Department is comprised of six basic sections: General Ledger, Budget and Reporting; Accounts Payable; Travel Expense; Payroll; Out-of-Work Benefits; and DRIVE.

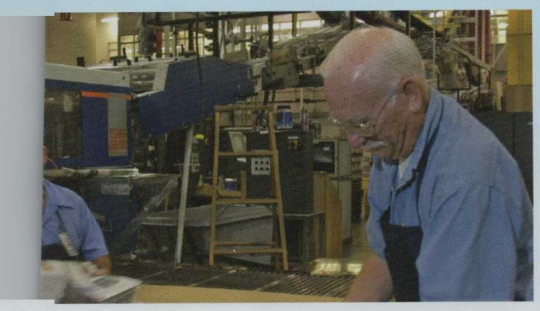
- Prepares financial statements for audit by the independent Certified Public Accountants;
- Prepares and electronically files the Labor-Management Report (LM-2);
- Compiles financial data from all International Departments, Trade Divisions, and Trade Conferences for the preparation of the budget that is presented and approved by the General Executive Board;
- Out-of-Work Benefits section processes out-of-work benefit payments in connection with collective bargaining and certain recognition matters;
- Accounts Payable section is primarily concerned with processing vendor invoices;
- Travel Expense section audits and processes travel expense reports;
- Payroll section is responsible for payroll disbursements along with related tax and informational reports.

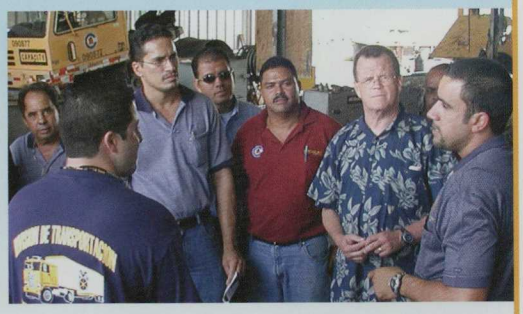
Affiliates and Automated Records Department

The Affiliates and Automated Records Department records all per capita tax payments and other receipts applicable to the Union. The Department communicates regularly with our affiliates on matters such as issuance of new charters, processing revised charter applications, mailing lists, procurement of all seals, surety bond coverage for affiliates, and group exemption with the IRS. With the Office of the General Secretary-Treasurer, the Department also is involved in processing requested waivers of dues and fees as required by the International Constitution.

The Department is comprised of three sections:

- General Secretary-Treasurer Files and General President Files: Maintains all records in accordance with records retention requirements.





- Per Capita Tax/Supplies: Audits Local Unions' Monthly Remittance Statements and accompanying per capita tax payments; coordinates requests for supplies from the Supplies Order Form; and maintains membership information.
- Report and Roster: Maintains mailing lists for the Teamster Magazine and coordinates affiliates' requests for mailing lists for their publications; maintenance of Official Election Report Forms; and publication of the Roster of Affiliates.

Benefits

The Benefits Department was created in May 2001 to meet the needs of the International Brotherhood of Teamsters in the bargaining and administration of benefit plans. The Director reports to the Office of the General Secretary-Treasurer on matters concerning benefits bargaining, multi-employer funds, internal benefit plans, voluntary benefit programs and the National Reciprocal Agreement. The Benefits Department is responsible for carrying out the policies as established by the Health and Welfare Benefits Administrative Committee, the National Reciprocal Agreement Committee and the Pension and Benefits Committee.

The director and staff support local and national collective bargaining by responding to information requests and providing reports, benefits analysis, benefits communications and benefits comparisons for the Union and its affiliates. A Teamster benefits fund database will soon serve as a valuable administrative tool for analyzing benefit fund finances and plan design data. It will also provide pension plan portability information relevant to the 2001 National Reciprocal Agreement.

Responses to various benefit inquiries from members, plan sponsors and Local Unions are coordinated through the Benefits Department. Additionally, this Department provides policy and legislative analysis related to Teamster multi-employer and single-employer health and welfare and pension plans.

Capital Strategies Department

Like millions of other hardworking people, Teamsters are investors through their Teamster pension funds. As shareholders, they can enhance corporate accountability by joining with other shareholders, institutional investors and Union pension funds to ensure that corporate America is responsive to the needs of working families.

The Capital Strategies Department works to build Teamster power in the capital markets. With roughly $100 billion invested in equity assets, Teamsters are working to reform how Corporate America does business—ensuring that Teamster money works for Teamster members.

By demanding responsible corporate behavior, Teamsters are encouraging better corporate performance over the long term and greater opportunities for workers to secure fair wages, benefits and working conditions.

DRIVE Accounting Department

The DRIVE Department tracks member contributions used in reporting financial information to the Federal Election Commission. The Department compiles and files all federal and state campaign finance returns and processes all political disbursements. In addition, the Department fulfills all information

requests from Local Unions, Joint Councils and the General Executive Board about DRIVE members.

Information Systems Department

The Information Systems Department services the data processing requirements of the International Union Headquarters and our affiliates. Applications at the International Union Headquarters include, among other things, DRIVE accounting, implementation and support of the International Union's accounting functions, development of a new accounting package for the Teamster Affiliate Pension Plan, implementation of a new payroll system, contract retrieval system and other strategic applications.

This Department presently processes the mailing lists for the International Union magazine and other mailings as required through interaction with the TITAN database. Information Systems also provides the source for the mailing lists applicable to the UPS Master Agreement, National Master Freight Agreement and the National Master Automobile Transporters Agreement.

The TITAN (Teamsters Information Terminal Accounting Network) System is a Local Union dues accounting system and communications network that assists more than 98 percent of our affiliates to effectively administer their dues accounting and record keeping functions. In addition, it provides electronic message transmission capabilities to and from our affiliates connected to the network or International Union offices, in less time than it normally takes to make a phone call.

The General Secretary-Treasurer's Office endorses the use of computerized bookkeeping systems. The Teamsters' developed system is the Computerized Bookkeeping System (CBS II). It eliminates the required manual entries necessary to complete the Cash Receipts and Cash Disbursement functions of the required bookkeeping system for our affiliated Local Unions and Joint Councils. The system also provides the option of producing checks, which further reduces the time necessary to complete the monthly and annual financial reports.

Assigned to the Information Systems Department is a staff of TITAN Field Representatives who are regularly dispatched to our affiliates for the purpose of training office personnel on the TITAN System, the computerized bookkeeping systems and, if applicable, the Manual Bookkeeping System.

International Auditors

As required by the International Union Constitution, there is a staff of International Auditors assigned to the Office of the General Secretary-Treasurer. The primary purpose of the International Auditors is to perform procedural and compliance audits of our affiliates. In addition, they provide services to our affiliates in understanding our required bookkeeping systems: TITAN, the Computerized Bookkeeping System and the Manual Bookkeeping System.

Investments and Pension Administration

The Investments and Pension Administration is responsible for carrying out the policies established by the Finance Committee and Trustees for five funds: The General Fund, the Strike and Defense Fund, the James R. Hoffa Memorial Scholarship Fund, the Retirement and Family Protection Plan and the Teamster Affiliates Pension Plan.

The following Departments are jointly administered by the Office of the General President and the Office of the General Secretary-Treasurer: Internal Audit, Human Resources and Teamster Travel Services.

Moving Forward **Together**

TEAMSTERS
Our Members Are Our Strength... Our Children Are Our Future... Our Retirees Are Our Foundation
TEAMSTERS
JOINT COUNCIL
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INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President

25 Louisiana Avenue, NW
Washington, DC 20001

C. THOMAS KEEGEL
General Secretary-Treasurer

202.624.6800
www.teamster.org

To the Officers and Delegates to the
27th Convention of the
International Brotherhood of Teamsters

In accordance with Article VIII, Section 1 and 2 of the International Constitution as amended at the 26th International Convention, we report to you that the Trustees (Audit Committee) have reviewed the accounting records of the General Secretary-Treasurer for each quarter during the period of January 1, 2001 to December 31, 2005.

As part of each quarterly review, the Audit Committee met with senior members of the International Union's financial management team, the Union's Director of Internal Audit, the Union's General Counsel and the Union's independent auditors. The Committee's chairman and the Director of Internal Audit established the Committee's agenda. The Committee also had private sessions with the Union's independent auditors and separately with the Director of Internal Audit, at which candid discussions of financial management, accounting and internal control issues occurred.

In the Committee's opinion, the Union's accounting records have been maintained in a careful and systematic manner. We certify the accompanying financial statements are true and correct copies of the financial statements on which the Union's independent auditors have provided an unqualified opinion for the period beginning January 1, 2001 and ending December 31, 2005.

Fraternally yours,

Larry Beebe Frank Gallegos Henry Perry, Jr. John Steger